

**SALARIES AND FRINGE BENEFITS
AT ILLINOIS COLLEGES AND UNIVERSITIES**

Submitted for: Information.

Summary: This two-part report presents an analysis of full-time faculty salaries and non-salary benefits at Illinois public and private colleges and universities. Part A presents an analysis of faculty and civil service salaries for full-time employees at Illinois public and independent colleges and universities, the Illinois Mathematics and Science Academy, and higher education agencies for fiscal years 2001 through 2005. Part B examines the cost of fringe benefits for full-time faculty at public and private colleges and universities.

Action Requested: None.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

**FULL-TIME FACULTY AND CIVIL SERVICE SALARIES AT ILLINOIS
COLLEGES AND UNIVERSITIES**

Highlights

- In fiscal year 2005, the all-rank average salary of \$69,000 at Illinois public universities was 95.7 percent of the median salary of comparison group institutions. This percentage is up very slightly from fiscal year 2001; however, it has dropped from a previous high of 97.8 percent in fiscal year 2002, the last year that state funds were provided to public colleges and universities for faculty and staff salary increases.
- Faculty salaries at Illinois community colleges averaged \$58,300 annually in fiscal year 2005. The weighted average faculty salary at Illinois community colleges exceeded the median of average salaries at community colleges in selected states for all years examined.
- The average annual faculty salary of independent institutions in Illinois averaged \$83,000 in fiscal year 2005, or 106.9 percent of comparison group institutions.
- Salaries of civil service staff at Illinois higher education institutions and agencies rose 8.1 percent between fiscal years 2003 and 2005 to a statewide average of \$37,853.
- In fiscal year 2005, the average cost of fringe benefits per faculty member at Illinois public universities was \$16,300, or 90.5 percent of comparison groups' median of \$18,100. When examining fringe benefit components individually, it is apparent that the primary factor for the lower average fringe benefit cost at Illinois public universities is retirement. Unlike Illinois, many institutions in other states participate in a retirement system *and* contribute to Social Security. When faculty salary costs are combined with fringe benefit costs, total faculty compensation at public universities averaged \$85,300, or 94.6 percent of peer group medians.
- In fiscal year 2004, the average cost of fringe benefits per faculty member at Illinois community colleges was \$15,000. However, fringe benefits provided at individual community colleges vary widely across the state, ranging from a low of \$10,100 per faculty member to a high of \$22,200.

Introduction

This report presents an analysis of salaries for full-time faculty and civil service employees at Illinois public and independent colleges and universities and the Illinois Mathematics and Science Academy (IMSA). The report includes average salaries for fiscal years 2001 through 2005 and compares salaries with the Consumer Price Index and Illinois per capita income to determine how well salaries have kept pace with those indicators. The report also compares average faculty salaries at Illinois colleges and universities with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness with faculty peers. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area and surrounding community college districts as a measure of the competitiveness of IMSA salaries.

Faculty salary data presented in this report for public universities and independent institutions are derived from the American Association of University Professors (AAUP) Annual Faculty Compensation Survey. Faculty salary data for Illinois community colleges are derived from a report prepared by the Illinois Community College Board (ICCB). Data for states selected for comparison to Illinois community colleges were obtained from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey and the ICCB.

Faculty salaries presented in this report are average nine-month salaries for full-time faculty. Historic average salary data have been adjusted to reflect the fiscal year 2005 mix of faculty among ranks at each campus to control for the effects of the changing distribution of faculty members among ranks over time. Weighted average salaries for independent colleges and universities are based on the 20 institutions that reported data in all the years included in this report. Sources of salary data and methodologies for comparing salaries are described in the Appendix.

This report presents multi-year, rather than one-year, salary increases in order to minimize anomalies that may affect one-year salary increase comparisons. It also should be noted that since fiscal year 2002 there have been no state funds provided for salary increases at public institutions.

Comparison of Faculty Salaries to Economic Indicators and Peer Institutions

Table 1 displays average faculty salaries for the five most recent fiscal years (2001 through 2005). The average fiscal year 2005 faculty salary at public universities was \$69,000, an increase of 7.1 percent over fiscal year 2003. The average salary for community colleges was \$58,300, an increase of 3.4 percent over fiscal year 2003, and for independent colleges and universities the average faculty salary was \$83,000, an increase of 6.1 percent above fiscal year 2003 salaries.

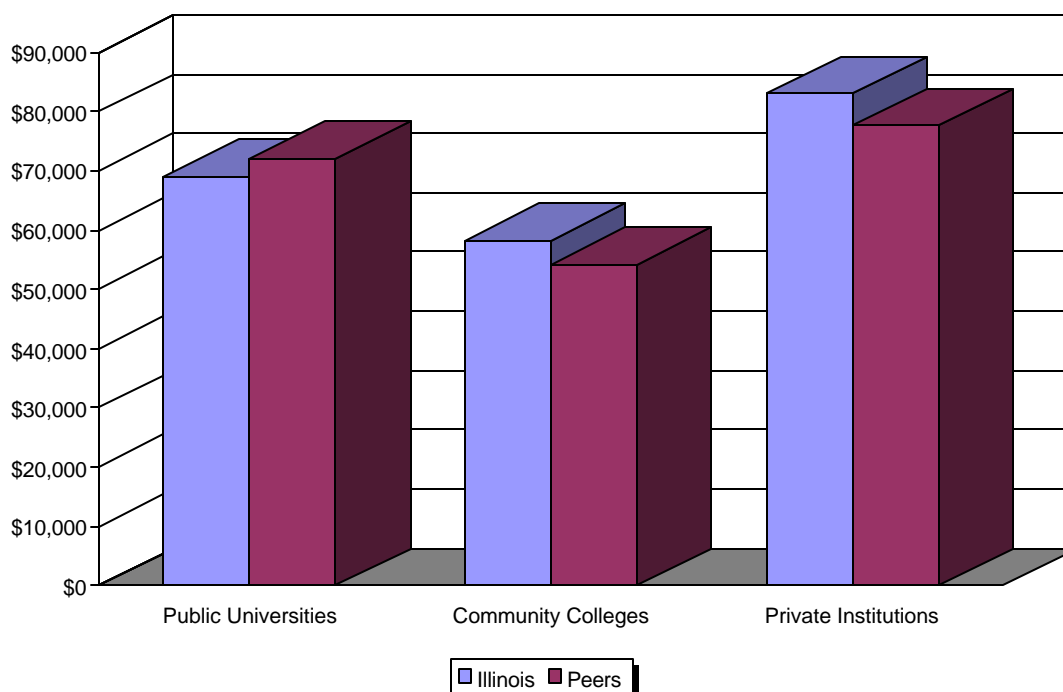
Table 1 also presents the Consumer Price Index (CPI) and the Illinois per capita income for each year examined in the report as comparative measures of inflation and income. Growth in faculty salaries at independent institutions exceeded the growth in CPI and Illinois per capita income throughout all time periods examined in this report. At public universities, faculty salaries grew at a rate greater than the Illinois per capita income during all time periods and greater than the CPI between fiscal years 2001 to 2005 and fiscal years 2003 to 2005. Community college average faculty salaries lagged the growth in CPI in all three time periods, while exceeding the growth in the Illinois per capita income between fiscal years 2001 to 2005 and 2002 to 2005.

Faculty salaries can vary widely from one campus to another due to the variety of missions, programs, and geographic locations among higher education institutions. Other factors,

such as faculty turnover, average length of service, and the distribution of faculty among ranks can contribute to salary variations as well. To measure the competitiveness of faculty salaries across a variety of institutions, the Illinois Board of Higher Education compares faculty salaries at Illinois institutions with salaries at similar colleges and universities nationwide. A description of the comparison methodology is included in the Appendix. A listing of all institutions in each comparison group is available from the Illinois Board of Higher Education.

Figure A, shown below, compares the fiscal year 2005 average faculty salary at Illinois to average salaries at peer group institutions. Trend data for each sector of higher education is presented in more detail in the following sections.

Figure A
FY2005 Faculty Salaries
Illinois Average Compared to Peer Group Institutions



Public Universities

In fiscal year 2000, the Illinois Board of Higher Education proposed an initiative designed to enhance public institutions efforts to recruit and retain critical faculty and staff and to enable institutions to bring faculty salaries to the median of national peers within five years. This initiative was intended to allow campuses to recruit and retain critical faculty and staff in high demand areas, provide performance-based salary incentives, provide incentives for campus-based early retirement programs, offset statutory early retirement costs, address market equity demands, and support campus-developed programs to improve recruitment and retention of faculty and/or staff. State general funds were provided for this initiative in fiscal years 2000, 2001, and 2002. In addition, universities were expected to provide a one percent match from institutional funds. During these years, overall progress was made in raising average faculty salaries in Illinois and in increasing the relative standing of Illinois institutions when compared to peer institutions. Since fiscal year 2002, no additional state funds have been provided through annual appropriations for

the purpose of granting faculty or staff salary increases. No institutions granted across the board salary increases in fiscal year 2003; however, most institutions have reallocated funds in order to provide faculty increases for fiscal years 2004 and 2005.

In fiscal year 2005, most faculty contracts at Governors State University were converted from a twelve-month to a ten-month basis. Also, in this same year, Governors State University and their faculty negotiated a contract that included a two percent annual increase in faculty salaries over fiscal year 2004. Due to the change in the contract base, comparisons with prior years' salary averages are not recommended and increases reflected in this report are excluded when comparisons are made between institutions.

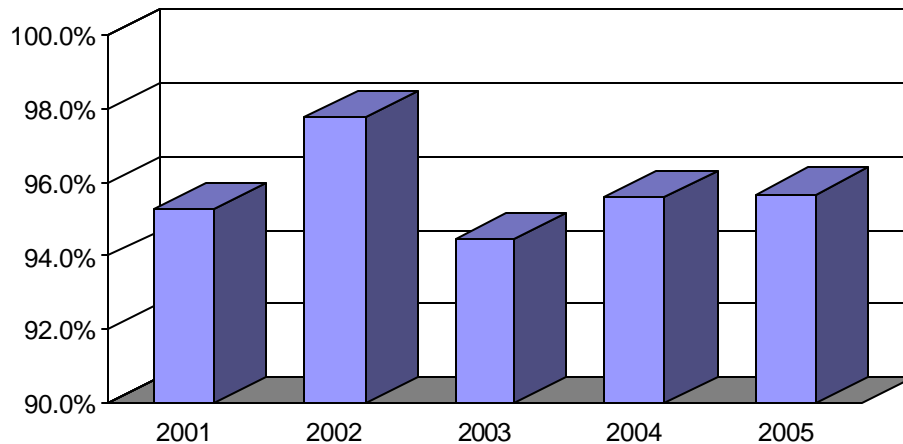
Table 2 presents weighted average faculty salaries by rank at each public university campus for fiscal year 2005. The distribution of faculty among ranks is related to both length of service and professional contribution and achievement, and therefore varies from campus to campus. Average salaries increase as professorial rank changes from instructor to full professor. By campus, all-rank average salaries range from \$54,800 at Northeastern Illinois University to \$90,000 at the University of Illinois at Urbana-Champaign.

Table 3 presents the all-rank weighted average faculty salaries for each campus for fiscal years 2001 through 2005. Between fiscal years 2001 and 2005, the average all-rank faculty salary increased by 13.4 percent. The average increase between fiscal years 2002 and 2005 was 7.0 percent and the average increase between fiscal years 2003 and 2005 was 7.1 percent. The statewide average faculty salary actually decreased slightly between fiscal years 2002 and 2003, from \$64.5 in fiscal year 2002 to \$64.4 in fiscal year 2003, before rising to an average of \$69.0 in fiscal year 2005.

Public university average faculty salaries outpaced the increase in the Illinois per capita income in all time periods examined, and exceeded the increase in the CPI between fiscal years 2001 and 2005 and fiscal years 2003 and 2005, while lagging the CPI increase in the fiscal year 2002 to 2005 time frame. Increases granted at public universities between fiscal year 2003 and 2005 ranged from 2.7 percent at Chicago State University to 10.0 percent at the University of Illinois at Urbana-Champaign.

Figure B displays average all-rank faculty salaries at Illinois public universities as a percent of median salaries at peer group institutions. In fiscal year 2001, the all-rank faculty salary at Illinois public universities averaged 95.3 percent of peer institutions. In fiscal year 2002, the last year that state funds were provided for salary increases, this percentage had risen to 97.8 percent. In fiscal year 2003, the average all-rank faculty salary in Illinois dropped to 94.5 percent of peer group medians, the lowest level in the five years examined in this report. After rising to 95.6 percent in fiscal year 2004 the percent of peer group median salaries remained relatively flat in fiscal year 2005.

Figure B
Illinois Public Universities
Average Salaries vs. Peer Groups



It is important to recognize that improving salaries in comparison to peer institutions is affected by a number of factors. Average salaries reported in the annual AAUP study also are affected by changes in faculty mix and changes in the total number of faculty. As institutions experience a significant number of retirements or resignations among the full professor rank they may choose to replace those positions with lower-salaried classifications; therefore, the institution's average salary may be reduced.

The table below illustrates the shifts that have occurred in the ranks of faculty at public universities in Illinois from fiscal year 2001 to fiscal year 2005. Between fiscal year 2001 and 2005, there has been virtually no change in the total number of faculty employed at public universities; however, during this time period, the number of professors decreased by 8.6 percent while the number of instructors increased by over 27 percent. The classification of professor is still the largest group of faculty employees with 2,517 members in fiscal year 2005, representing 33.5 percent of total faculty employed. Nevertheless, this percentage has steadily declined each year since fiscal year 2001 when the rank of professor comprised 36.7 percent of total faculty. There have been minor shifts in the classifications of Associate and Assistant Professors with headcounts increasing 1.9 percent and 2.6 percent, respectively, between fiscal years 2001 and 2005.

SUMMARY OF FACULTY HEADCOUNT BY RANK

	FY2001	FY2003	FY2005	CHANGE FY01 - FY05	
				Number	Percent
Professor	2,754	2,650	2,517	-237	-8.6%
Associate Professor	2,132	2,115	2,173	41	1.9%
Assistant Professor	2,098	2,194	2,153	55	2.6%
Instructor	520	620	664	144	27.7%
Total, All Ranks	7,504	7,579	7,507	3	0.0%

Table 4 presents weighted average all-rank faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group for fiscal years 2001 through 2005. For example, Illinois State University's weighted average faculty salary of \$61,700 in fiscal year 2004 represents 91.9 percent of its comparison group's median salary of \$67,138. The University of Illinois at Chicago's weighted average faculty salary of \$82,400 represents 104.1 percent of the \$79,155 median salary of its comparison group.

In fiscal year 2002, the weighted average faculty salary in Illinois had risen to 97.8 percent of the median of peer group institutions before dropping to 94.5 percent in fiscal year 2003. The past two fiscal years have seen slight increases and the weighted average salary for fiscal year 2005 stands at 95.7 percent of peer group medians. In fiscal year 2005, the majority of the public universities are below their peer group standing of fiscal year 2001. At five institutions the fiscal year 2005 percentage is higher when compared to fiscal year 2001, but four of those five institutions are below fiscal year 2002 rankings.

Table 5 shows the fiscal year 2005 weighted average faculty salary by rank as a percentage of comparison group medians by rank. The percent of comparison group medians for full professors ranges from 87.2 percent at Illinois State University to 108.3 percent at Northeastern Illinois University. The largest percentage gap among Illinois institutions is within the instructor classification, ranging from 84.4 percent of peer group medians at Eastern Illinois University to 122.1 percent at the University of Illinois at Chicago.

Table 6 shows the percent change in average faculty salaries between fiscal years 2003 and 2005 for Illinois public universities compared to the lowest, highest, and median changes in faculty salaries at peer group institutions. Three Illinois institutions, Chicago State University, Eastern Illinois University, and Northern Illinois University lagged the median percent increase of their peer group institutions during this time period.

Another measure of faculty salary competitiveness is the ranking of average Illinois salaries to average salaries at peer institutions as presented on Table 7. The table shows the highest salary and lowest salaries in each institution's peer group, the number of institutions in the group that reported in fiscal year 2005, and the ranking and the percentile of the Illinois institutions' average salary in relation to their individual peer institutions. For example, the all-rank average salary of \$62,300 at Chicago State University, ranks 19th among the 79 institutions in the University's peer group. Only four institutions, Chicago State University, Governors State University, the University of Illinois at Chicago, and the University of Illinois at Springfield, have average salaries that rank at or above the 50th percentile of their peer groups.

Independent Colleges and Universities

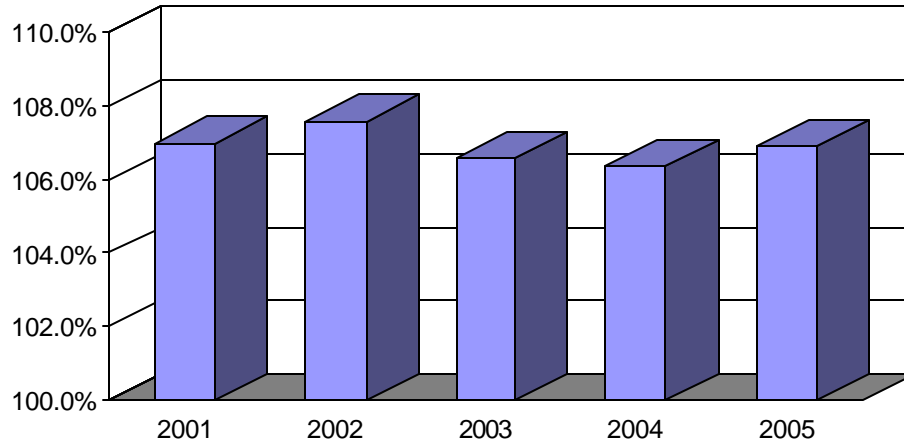
Because of the rich diversity of mission, Illinois' independent colleges and universities present a wide range in institutional and faculty characteristics and a wide range in faculty salaries. Salary data for independent institutions are presented in this report grouped by the institution's Carnegie classification. (Definitions for the Carnegie classification codes are presented in Appendix A.)

Table 8 displays the weighted average faculty salaries for 31 independent colleges and universities for the five most recent fiscal years. Weighted average faculty salaries for the group are based upon the 20 institutions that reported data in each of these years. The fiscal year 2005 weighted average faculty salary for independent institutions was \$83,000, an increase of 6.1 percent over the fiscal year 2003 weighted average of \$78,200. Salaries at institutions reporting in fiscal year 2005 ranged from \$44,000 at Quincy University to \$114,400 at the University of Chicago.

Table 9 lists the weighted average faculty salaries at independent institutions as a percentage of comparison group medians. The statewide average percentage of peer group medians has remained relatively stable at independent institutions during the five years examined. In fiscal year 2005, the percentage stands at 106.9 percent, down slightly from the high point of 107.6 percent experienced in fiscal year 2002. Fiscal years 2000 through 2004 percentages of

peer group medians are shown in Figure C.

Figure C
Illinois Independent Institutions
Average Salaries vs. Peer Groups



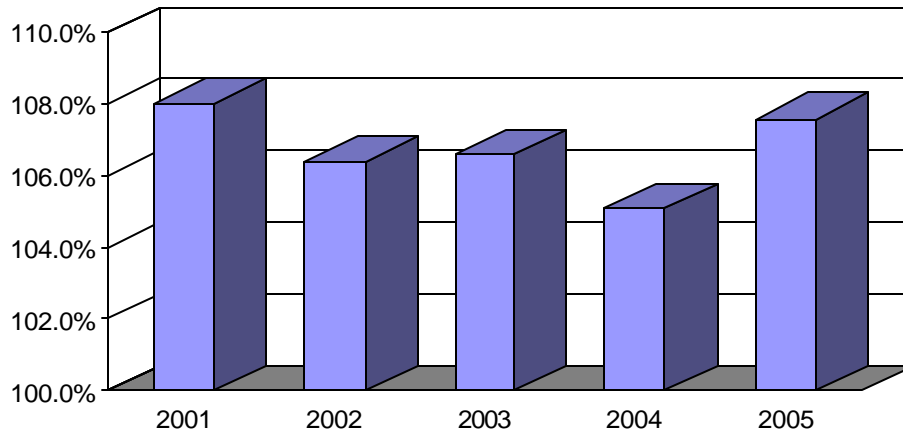
Community Colleges

Table 10 presents average faculty salaries by Illinois community college district. Since most community college faculties are not differentiated by rank, the average full-time faculty salaries shown in this table are not weighted by rank. However, the statewide averages are weighted by the number of full-time faculty in each district. Average fiscal year 2005 faculty salaries for community colleges ranged from \$41,700 at Illinois Eastern Community Colleges to \$76,000 at the College of Lake County, illustrating the wide range of market factors, program offerings, enrollments, and access to local tax wealth among the community colleges.

Average faculty salaries at Illinois community colleges grew 3.4 percent between fiscal years 2003 and 2005. Several districts reported little or no growth in average faculty salaries, and a few districts experienced decreases in average faculty salaries during this time period. As noted in previous reports this may be attributable to factors such as senior faculty retirements or resignations, positions that are generally replaced with lower-salaried faculty or left unfilled for a period of time.

Prior to fiscal year 2002, faculty salary data for selected states were obtained from the AAUP salary survey. In recent years the submission rate to the AAUP survey has declined, and the low response rate for community colleges has led to concerns regarding the comparability of salary data. Due to these concerns, the decision was made to utilize data from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey and a survey of selected states conducted by the ICCB staff beginning with the August 2002 *Full-time Faculty and Civil Service Salaries at Illinois Colleges and Universities Report*. Fiscal year 2001 through fiscal year 2005 data and comparisons are presented on Table 11, along with the Illinois community college weighted average salaries.

Figure D
Illinois Community Colleges
Average Salaries vs. Selected States*



*Selected states include: Arizona, California, Florida, Iowa, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New York, Ohio, Pennsylvania, Texas, and Washington.

Figure D displays the average faculty salary for all Illinois community colleges as a percent of the median of average salaries in selected states. The average salary for all Illinois community colleges exceeds the median salaries of community colleges in those states for all years examined. While the average salary as a percent of comparison group medians rose in fiscal year 2005 to 107.6, it is still below the fiscal year 2001 percentage of 108.0 percent. The weighted average faculty salary in Illinois community colleges exceeds the average faculty salary in ten of the fourteen states. The four states with average faculty salaries higher than Illinois are Arizona, California, Michigan, and New York.

Illinois Mathematics and Science Academy

Table 12 presents the average faculty salaries at the Illinois Mathematics and Science Academy (IMSA) for fiscal years 2001 through 2005. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties, as well as the four surrounding community college districts are presented. Public high school salary data are obtained from the State Board of Education's (SBE) Illinois Teacher Salary Study. The fiscal year 2005 SBE report was not available at the time this report was prepared.

Table 12 shows average faculty salaries at IMSA remained lower, through fiscal year 2004, than the weighted average faculty salaries in the 51 high school districts in the five surrounding counties, measuring 90.6 percent of the weighted average salaries of high school faculty in the geographic area. This percentage has declined from the fiscal year 2001 level of 93.7 percent.

When compared to the four surrounding community college districts, IMSA salaries were 97.6 percent of the weighted average faculty salaries at those institutions in fiscal year 2005. For three of the five years examined in this report, IMSA faculty salaries were higher than those at neighboring community college districts. Growth in average faculty salaries at IMSA lagged the rate of growth in the CPI and Illinois per capita income between fiscal years 2001 and 2005, while exceeding both measures in the fiscal year 2003 to 2005 time frame.

Civil Service Salaries

Average salaries for the five most recent fiscal years for civil service employees at public universities and state higher education agencies are presented on Table 13. Unlike the faculty salary data, civil service salaries are not adjusted by the mix of positions each year, and are instead presented as actual average salaries. In fiscal year 2005, the average salary for all civil service employees was \$37,853. The increase in civil service average salaries since fiscal year 2001 was 12.9 percent, and since fiscal year 2003, was 8.1 percent. The growth in civil service salaries was greater than inflation as measured by CPI and the Illinois per capita income for all time periods examined.

Table 14 presents civil service weighted average salaries by occupational category and shows the diversity in salaries by occupational category. The highest average salaries for civil service employees in fiscal year 2005 were positions classified as crafts, trades, or construction. These employees averaged \$58,259 compared to the lowest average salary of \$28,702 for civil service clerical employees. The largest percent increases for all time periods examined were in the medical/health services classification. The average salary in the medical/health services field rose 21.6 percent between fiscal years 2001 and 2005.

TABLE 1
CONSUMER PRICE INDEX, ILLINOIS PER CAPITA INCOME,
AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 2001 TO 2005

Fiscal Year	Consumer	Illinois Per Capita Income	Weighted Average Faculty Salaries ¹		
	Price Index (FY2001=100)		Public Universities	Independent Institutions ²	Community Colleges
2001	100.0	\$ 32,359	\$ 60,800	\$ 72,800	\$ 53,900
2002	101.8	32,521	64,500	75,500	55,400
2003	104.0	32,738	64,400	78,200	56,400
2004	106.3	33,658	66,500	80,100	56,800
2005	109.5	34,156 ³	69,000	83,000	58,300
<u>Percent Increases</u>					
FY2001 to FY2005	9.5 %	5.6 %	13.4 %	13.9 %	8.2 %
FY2002 to FY2005	7.6	5.0	7.0	9.9	5.3
FY2003 to FY2005	5.3	4.3	7.1	6.1	3.4

¹ The fiscal year 2005 faculty distribution among ranks was used to determine weighted average salaries for public universities and independent institutions for all years.

² Based on 20 institutions that reported in all years.

³ Projected.

Sources: U.S. Department of Commerce Bureau of Economic Analysis,
American Association of University Professors (AAUP), and the Illinois Community College Board

TABLE 2

**ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2005 WEIGHTED AVERAGE FACULTY SALARIES BY RANK**

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>	<u>All Rank</u>
Chicago State University	\$73,500	\$60,300	\$53,600	-	\$62,300
Eastern Illinois University	72,800	59,400	49,200	35,300	55,600
Governors State University	-	-	-	-	65,800
Illinois State University	75,300	58,100	52,800	-	61,700
Northeastern Illinois University	75,200	62,100	53,900	32,500	54,800
Northern Illinois University	80,400	62,000	52,100	33,700	59,300
Western Illinois University	77,500	59,400	48,000	35,900	58,300
<u>Southern Illinois University</u>					
Carbondale	79,500	60,300	53,400	35,900	60,600
Edwardsville	77,000	61,900	50,200	38,000	57,600
<u>University of Illinois</u>					
Chicago	102,900	72,700	63,200	51,800	82,400
Springfield	81,300	62,500	49,900	-	61,300
Urbana-Champaign	111,800	75,100	68,200	47,500	90,000
Weighted Average for All Public Universities	<u>\$ 91,800</u>	<u>\$ 65,700</u>	<u>\$ 56,200</u>	<u>\$ 41,800</u>	<u>\$ 69,000</u>

Source: American Association of University Professors (AAUP)

TABLE 3

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS**

(in thousands of dollars)

	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>	<u>Percent Increases</u>			
						<u>FY2001 to FY2005</u>	<u>FY2002 to FY2005</u>	<u>FY2003 to FY2005</u>	
Chicago State University	\$ 59.1	\$ 60.6	\$ 60.7	\$ 60.4	\$ 62.3	5.5 %	2.9 %	2.7 %	
Eastern Illinois University	49.6	52.2	53.4	54.6	55.6	12.0	6.5	4.0	
Governors State University	53.7	55.8	55.1	55.8	65.8	22.6	17.9	19.4 *	
Illinois State University	55.8	58.7	58.0	60.3	61.7	10.5	5.2	6.4	
Northeastern Illinois University	49.8	51.2	50.9	51.6	54.8	9.9	7.0	7.5	
Northern Illinois University	53.7	58.8	57.0	57.4	59.3	10.4	0.7	3.9	
Western Illinois University	50.7	55.5	55.4	56.5	58.3	15.0	5.0	5.3	
<u>Southern Illinois University</u>									
Carbondale	53.6	56.4	56.4	58.8	60.6	13.2	7.5	7.5	
Edwardsville	52.7	55.2	54.8	55.8	57.6	9.2	4.3	5.1	
<u>University of Illinois</u>									
Chicago	72.6	77.1	78.0	80.3	82.4	13.6	7.0	5.7	
Springfield	53.5	56.5	56.6	59.1	61.3	14.5	8.5	8.3	
Urbana-Champaign	77.3	81.6	81.8	86.0	90.0	16.4	10.3	10.0	
Weighted Average	<u>\$ 60.8</u>	<u>\$ 64.5</u>	<u>\$ 64.4</u>	<u>\$ 66.5</u>	<u>\$ 69.0</u>	<u>13.4 %</u>	<u>7.0 %</u>	<u>7.1 %</u>	

Note: The fiscal year 2005 faculty distribution among ranks was used to determine weighted average salaries for all years.

* In fiscal year 2005, most faculty contracts at Governors State University were converted from a twelve-month to a ten-month basis. Due to the change in the contract base, comparisons with prior years' averages are not recommended. The negotiated contractual increase between fiscal years 2004 and 2005 averaged 2.0 percent.

Source: American Association of University Professors (AAUP)

TABLE 4

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>
Chicago State University	111.5 %	110.6 %	107.6 %	106.5 %	107.2 %
Eastern Illinois University	91.0	91.8	91.3	91.2	90.1
Governors State University	97.3	97.7	93.5	91.9	104.8 *
Illinois State University	93.6	96.1	91.4	94.3	91.9
Northeastern Illinois University	104.2	103.6	100.5	101.1	104.4
Northern Illinois University	96.1	101.0	95.2	95.0	94.3
Western Illinois University	91.4	96.1	92.8	92.9	93.0
<u>Southern Illinois University</u>					
Carbondale	94.6	95.6	92.6	95.6	94.5
Edwardsville	98.6	99.2	95.3	95.2	95.4
<u>University of Illinois</u>					
Chicago	102.5	105.5	105.4	105.7	104.1
Springfield	98.0	100.0	98.7	100.2	98.8
Urbana-Champaign	91.5	93.8	89.9	91.9	93.0
Weighted Average	<u>95.3</u>	<u>97.8</u> %	<u>94.5</u> %	<u>95.6</u> %	<u>95.7</u> %

Note: The fiscal year 2005 faculty distribution among ranks was used to determine weighted average salaries for all years.

* In fiscal year 2005, most faculty contracts at Governors State University were converted from a twelve-month to a ten-month basis. Due to the change in the contract base, comparisons with prior years' averages are not recommended.

Source: American Association of University Professors (AAUP)

TABLE 5

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY RANK
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

FISCAL YEAR 2005

	<u>Professor</u>	Associate <u>Professor</u>	Assistant <u>Professor</u>	<u>Instructor</u>
Chicago State University	105.9 %	105.9 %	110.7 %	- %
Eastern Illinois University	89.4	94.2	93.1	84.4
Governors State University	-	-	-	-
Illinois State University	87.2	90.8	99.3	-
Northeastern Illinois University	108.3	109.1	111.4	85.5
Northern Illinois University	91.6	98.3	95.3	87.3
Western Illinois University	95.3	94.2	90.9	85.8
<u>Southern Illinois University</u>				
Carbondale	90.5	95.6	97.7	93.1
Edwardsville	94.6	98.3	95.0	90.9
<u>University of Illinois</u>				
Chicago	102.8	105.2	104.9	122.1
Springfield	100.3	98.9	97.4	-
Urbana-Champaign	90.8	94.4	97.8	90.3

Source: American Association of University Professors (AAUP)

TABLE 6
AVERAGE FACULTY SALARY CHANGES
ILLINOIS PUBLIC UNIVERSITIES COMPARED TO PEER GROUP INSTITUTIONS
FISCAL YEARS 2003-2005

	Illinois Public Universities	Peer Group Institutions		
		Lowest	Highest	Median
Chicago State University	2.7 %	(1.9) %	16.0 %	4.4 %
Eastern Illinois University	4.0	(3.4)	11.7	4.8
Governors State University	19.4	(17.5)	19.4	5.9
Illinois State University	6.4	(2.5)	13.8	5.8
Northeastern Illinois University	7.5	(1.9)	16.0	4.4
Northern Illinois University	3.9	(1.5)	10.4	4.9
Western Illinois University	5.3	(3.4)	11.7	4.8
<u>Southern Illinois University</u>				
Carbondale	7.5	(1.5)	10.4	4.9
Edwardsville	5.1	(3.4)	11.7	4.8
<u>University of Illinois</u>				
Chicago	5.7	1.9	15.2	5.6
Springfield	8.3	(2.4)	8.3	4.9
Urbana-Champaign	10.0	1.4	10.5	6.8

Source: American Association of University Professors (AAUP)

TABLE 7

FISCAL YEAR 2005 RANK OF AVERAGE SALARIES TO PEER GROUPS

	Weighted Average All-Rank Salary	Peer Group			Illinois' Rank Among Peers	Percentile
		Highest Salary	Lowest Salary	Number of Institutions in Peer Group		
Chicago State University	\$ 62.3	\$ 89.5	\$ 48.0	79	19	76
Eastern Illinois University	55.6	81.3	47.1	63	57	10
Governors State University	65.8	94.3	36.4	27	11	59
Illinois State University	61.7	91.5	53.4	29	21	28
Northeastern Illinois University	54.8	89.5	48.0	79	53	33
Northern Illinois University	59.3	88.4	55.4	45	40	11
Western Illinois University	58.3	81.3	47.1	63	49	22
<u>Southern Illinois University</u>						
Carbondale	60.6	88.4	55.4	45	37	18
Edwardsville	57.6	81.3	47.1	63	52	17
<u>University of Illinois</u>						
Chicago	82.4	93.0	62.0	22	8	64
Springfield	61.3	74.9	52.0	14	7	50
Urbana-Champaign	90.0	118.5	82.7	21	16	24

Source: American Association of University Professors (AAUP)

TABLE 8

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS
SORTED BY CARNEGIE CLASSIFICATION**

(in thousands of dollars)

	FY2001	FY2002	FY2003	FY2004	FY2005	Percent Increases		
						FY2001 to FY2005	FY2002 to FY2005	FY2003 to FY2005
<u>Baccalaureate Colleges - Liberal Arts</u>								
Augustana College	\$ 53.5	\$ 54.8	\$ 56.6	\$ 57.7	\$ 58.3	9.0 %	6.4 %	3.0 %
Illinois Wesleyan University	57.4	59.9	62.3	61.8	63.6	10.8	6.1	2.1
Knox College	49.8	49.8	50.9	50.1	52.3	5.0	5.2	2.9
Lake Forest College	57.4	60.0	60.5	62.7	63.8	11.1	6.2	5.5
Monmouth College	48.6	51.9	51.5	51.9	53.6	10.3	3.2	4.1
Principia College	49.0	52.4	53.1	55.0	55.6	13.5	6.1	4.7
Wheaton College	56.4	58.5	59.3	61.9	62.9	11.5	7.5	6.2
<u>Baccalaureate Colleges - General</u>								
Elmhurst College	54.8	57.2	58.5	57.9	58.8	7.1	2.6	0.4
Eureka College	42.9	44.0	-	45.4	44.2	3.2	0.6	-
Greenville College	38.2	38.8	-	-	44.8	17.2	15.4	-
Illinois College	47.6	46.7	48.8	47.4	48.2	1.3	3.2	(1.2)
Judson College	-	-	-	50.7	50.7	-	-	-
McKendree College	45.9	-	47.3	49.2	50.3	9.7	-	6.4
Millikin University	44.5	46.0	45.8	45.4	46.7	4.9	1.4	1.9
<u>Master's Colleges and Universities I</u>								
Aurora University	-	45.5	46.6	49.1	51.1	-	12.3	9.6
Benedictine University	-	55.1	56.1	55.8	59.0	-	7.1	5.2
Bradley University	55.4	60.1	62.6	63.6	64.5	16.6	7.4	3.0
Concordia University	-	46.9	46.6	46.6	48.6	-	3.7	4.3
Dominican University	49.5	51.9	52.3	55.9	57.0	15.0	9.8	8.9
Lewis University	-	-	54.6	57.8	56.7	-	-	4.0
North Central College	52.6	55.0	55.8	57.0	58.3	10.9	6.1	4.5
North Park University	-	46.3	-	48.3	50.4	-	8.9	-
Olivet Nazarene University	43.4	44.9	46.3	48.1	50.5	16.2	12.4	8.9
Roosevelt University	55.8	57.6	59.3	60.8	62.2	11.4	7.8	4.8
St. Xavier University	53.0	55.3	57.4	59.6	62.0	17.0	12.2	8.0
<u>Master's Colleges and Universities II</u>								
Quincy University	42.7	44.1	44.9	44.3	44.0	2.9	(0.3)	(2.0)
<u>Doctoral/Research Universities - Extensive</u>								
Loyola University of Chicago	69.1	68.9	69.3	69.6	73.8	6.8	7.1	6.5
Northwestern University	95.3	99.7	104.5	108.2	112.0	17.5	12.3	7.2
University of Chicago	97.7	101.0	105.4	109.6	114.4	17.0	13.2	8.5
<u>Doctoral/Research Universities - Intensive</u>								
DePaul University	64.7	-	66.7	69.1	70.8	9.3	-	6.1
<u>Specialized Institutions</u>								
Trinity International University	-	45.3	51.1	48.6	49.5	-	9.5	(3.1)
Weighted Average	<u>\$ 72.8</u>	<u>\$ 75.5</u>	<u>\$ 78.2</u>	<u>\$ 80.1</u>	<u>\$ 83.0</u>	<u>13.9 %</u>	<u>9.9 %</u>	<u>6.1 %</u>

Note: The fiscal year 2005 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is based on the 20 institutions that reported in all years.

TABLE 9

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>
<u>Baccalaureate Colleges - Liberal Arts</u>					
Augustana College	105.2 %	103.7 %	104.1 %	104.2 %	102.1 %
Illinois Wesleyan University	121.5	122.5	123.7	120.0	119.8
Knox College	80.2	77.3	76.1	72.0	72.7
Lake Forest College	91.9	92.8	90.1	89.8	88.2
Monmouth College	102.1	105.4	101.3	99.9	100.0
Principia College	104.9	108.4	106.5	107.7	105.8
Wheaton College	87.4	88.7	86.0	88.5	86.5
<u>Baccalaureate Colleges - General</u>					
Elmhurst College	108.6	109.0	108.2	105.2	103.6
Eureka College	104.7	101.6	-	100.1	94.9
Greenville College	86.8	85.2	-	-	90.4
Illinois College	107.0	101.3	102.7	97.6	96.3
Judson College	-	-	-	96.0	95.3
McKendree College	109.3	-	105.0	103.8	103.2
Millikin University	97.3	96.5	93.5	91.0	90.9
<u>Master's Colleges and Universities I</u>					
Aurora University	-	90.0	88.3	91.6	91.6
Benedictine University	-	97.0	94.3	92.4	93.6
Bradley University	107.1	112.6	113.7	113.0	111.9
Concordia University	-	92.9	91.0	89.6	91.3
Dominican University	91.0	91.1	88.9	93.2	92.0
Lewis University	-	-	94.1	97.9	92.2
North Central College	110.5	111.4	109.8	109.5	108.9
North Park University	-	78.9	-	79.0	79.7
Olivet Nazarene University	96.8	97.4	96.8	97.5	99.5
Roosevelt University	103.8	102.3	102.1	102.5	101.4
St. Xavier University	113.6	112.9	112.9	115.0	118.4
<u>Master's Colleges and Universities II</u>					
Quincy University	99.3	100.2	97.9	93.7	90.4
<u>Doctoral/Research Universities - Extensive</u>					
Loyola University of Chicago	97.9	96.0	90.3	87.7	92.2
Northwestern University	109.4	111.2	111.1	112.0	111.9
University of Chicago	114.8	115.2	114.8	116.1	116.9
<u>Doctoral/Research Universities - Intensive</u>					
DePaul University	120.0	-	114.9	117.0	116.3
<u>Specialized Institutions</u>					
Trinity International University	-	105.0	112.3	101.0	101.0
Weighted Average	<u>107.0</u> %	<u>107.6</u> %	<u>106.6</u> %	<u>106.4</u> %	<u>106.9</u> %

Note: The fiscal year 2005 faculty distribution among ranks was used to determine weighted average salaries for all years. The weighted average is based on the 20 institutions that reported in all years.

TABLE 10

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT**

(in thousands of dollars)	FY2001	FY2002	FY2003	FY2004	FY2005	Percent Increase		
						FY2001 to FY2005	FY2002 to FY2005	FY2003 to FY2005
Black Hawk College	\$ 51.6	\$ 49.7	\$ 53.1	\$ 54.9	\$ 56.5	9.6 %	13.7 %	6.5 %
Carl Sandburg College	42.4	44.6	44.0	44.3	44.9	5.9	0.6	2.1
City Colleges of Chicago (All)	61.1	65.4	66.2	66.8	62.1	1.7	(5.0)	(6.2)
College of DuPage	65.3	66.2	67.5	65.6	75.1	15.0	13.5	11.3
College of Lake County	73.2	74.5	73.6	75.1	76.0	3.8	2.0	3.2
Danville Area Community College	39.9	41.5	42.2	43.9	45.6	14.4	9.9	8.1
Elgin Community College	69.4	73.3	74.9	71.2	72.5	4.4	(1.1)	(3.3)
Heartland Community College	41.5	43.1	44.2	45.6	47.6	14.8	10.6	7.8
Highland Community College	53.6	56.3	55.4	58.9	61.2	14.1	8.7	10.5
Ill Eastern Community Colleges (All)	40.9	43.1	42.3	41.8	41.7	1.9	(3.3)	(1.4)
Illinois Central College	42.6	41.3	44.9	46.6	47.6	11.8	15.2	6.1
Illinois Valley Community College	45.3	47.3	48.4	50.5	52.0	14.7	9.9	7.3
John A. Logan College	49.7	51.6	53.9	56.0	57.8	16.4	12.1	7.2
John Wood Community College	35.7	40.1	42.4	43.8	45.4	27.2	13.3	7.2
Joliet Junior College	54.8	59.1	59.7	58.7	60.4	10.2	2.1	1.1
Kankakee Community College	52.4	55.1	57.0	55.5	54.6	4.2	(0.9)	(4.1)
Kaskaskia College	44.5	44.1	45.1	46.6	47.7	7.1	8.0	5.8
Kishwaukee College	42.0	42.8	44.0	44.1	46.1	9.8	7.8	4.9
Lake Land College	40.3	41.1	42.2	43.9	46.2	14.6	12.4	9.4
Lewis and Clark Community College	50.8	51.8	52.5	53.2	55.0	8.2	6.1	4.6
Lincoln Land Community College	58.3	59.1	60.8	60.1	62.3	6.9	5.5	2.5
McHenry County College	52.3	52.6	54.6	57.6	67.3	28.7	28.0	23.2 *
Moraine Valley Community College	54.0	53.5	49.3	50.3	50.9	(5.8)	(4.9)	3.2
Morton College	52.0	56.2	58.8	59.7	62.2	19.6	10.6	5.9
Oakton Community College	68.8	67.5	67.5	71.5	74.4	8.1	10.1	10.2
Parkland College	52.0	51.9	51.5	52.9	52.5	0.9	1.0	1.8
Prairie State College	51.6	52.2	53.7	52.9	59.7	15.6	14.3	11.1
Rend Lake College	44.8	47.0	45.7	47.1	44.3	(1.1)	(5.6)	(2.9)
Richland Community College	43.0	44.9	45.2	42.8	46.8	8.8	4.3	3.5
Rock Valley College	49.1	50.1	49.9	51.5	53.9	9.7	7.4	7.9
Sauk Valley Community College	40.8	42.1	44.5	45.5	46.8	14.7	11.1	5.1
Shawnee College	42.1	43.8	45.0	47.8	48.9	16.1	11.6	8.6
South Suburban College	56.1	55.7	55.1	55.6	57.2	1.9	2.6	3.7
Southeastern Illinois College	41.2	43.9	45.4	44.5	47.3	14.8	7.8	4.2
Southwestern Illinois College	49.2	52.5	48.4	51.3	53.4	8.4	1.5	10.3
Spoon River College	41.4	42.9	44.2	46.2	45.7	10.5	6.6	3.4
Triton College	58.2	60.4	61.9	63.5	64.1	10.1	6.0	3.4
Waubonsee Community College	49.1	52.2	54.6	57.5	60.1	22.5	15.2	10.1
William Rainey Harper College	59.9	60.9	58.4	60.4	64.5	7.7	5.8	10.4
Weighted Average	<u>\$ 53.9</u>	<u>\$ 55.4</u>	<u>\$ 56.4</u>	<u>\$ 56.8</u>	<u>\$ 58.3</u>	<u>8.2 %</u>	<u>5.3 %</u>	<u>3.4 %</u>

* Promotions impacted overall increase.

Source: Illinois Community College Board

Table 11

**ILLINOIS COMMUNITY COLLEGES
WEIGHTED AVERAGE FACULTY SALARIES COMPARED TO AVERAGE SALARIES IN SELECTED STATES**

(in thousands of dollars)	FY2001	FY2002	FY2003	FY2004	FY2005	FY2001 to FY2005	FY2002 to FY2005	FY2003 to FY2005
<u>Weighted Average Salaries</u>								
Illinois	\$ 53.9	\$ 55.4	\$ 56.4	\$ 56.8	\$ 58.3	8.2%	5.2%	3.4%
<u>Average Salaries</u>								
Arizona	56.9 *	59.0 *	56.5	56.6	60.9	7.0	3.2	7.8
California	63.0	65.7	67.1	69.2	71.0	12.7	8.1	5.8
Florida	43.7	44.7	49.1	48.9	50.5	15.6	13.0	2.9
Iowa	40.2 *	40.8	41.6	42.5	46.4	15.4	13.7	11.5
Maryland	50.6	54.2	51.6	55.2	58.0	14.6	7.0	12.4
Massachusetts	45.5 *	47.2 *	56.4	55.6	52.9	16.3	12.1	(6.2)
Michigan	59.4 *	61.2	61.4	63.2	69.1	16.3	12.9	12.5
Minnesota	49.8 *	52.3	50.1	54.3	55.6	11.6	6.3	11.0
Missouri	54.4	55.1	55.4 #	46.2	48.7	(10.5)	(11.6)	(12.1)
New York	56.6	57.0	59.8	57.8	60.1	6.2	5.4	0.5
Ohio	46.0	47.7 *	50.9	50.5	51.7	12.4	8.4	1.6
Pennsylvania	50.0	51.9 *	54.2	53.7	55.4	10.8	6.7	2.2
Texas	40.7	45.0	44.9	45.4	49.2	20.9	9.3	9.6
Washington	44.2	46.2	48.0	48.5	48.5	9.7	5.0	1.0
Median	<u>\$ 49.9</u>	<u>\$ 52.1</u>	<u>\$ 52.9</u>	<u>\$ 54.0</u>	<u>\$ 54.2</u>	<u>8.6%</u>	<u>4.0%</u>	<u>2.5%</u>
Illinois Average As a Percent of Other States' Median	<u>108.0 %</u>	<u>106.4 %</u>	<u>106.6 %</u>	<u>105.1 %</u>	<u>107.6 %</u>			

Sources: Illinois Community College Board, Integrated Postsecondary Education Data Systems (IPEDS)
and telephone surveys of selected states

* Estimated by Illinois Community College Board

Missouri Department of Higher Education

TABLE 12
ILLINOIS MATHEMATICS AND SCIENCE ACADEMY (IMSA)
AND SELECTED COMMUNITY COLLEGE DISTRICTS IN THE CHICAGO
METROPOLITAN AREA AVERAGE FACULTY SALARIES

	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>	<u>FY2001</u> To <u>FY2005</u>	<u>FY2003</u> To <u>FY2005</u>
<u>IMSA Average Salaries</u>	<u>\$ 63,978</u>	<u>\$ 64,460</u>	<u>\$ 63,337</u>	<u>\$ 65,363</u>	<u>\$ 67,358</u>	<u>5.3</u> %	<u>6.3</u> %
<u>High School Districts In:</u>							
Cook County	70,370	71,575	72,211	73,465			
DuPage County	70,935	71,469	72,575	76,139			
Lake County	63,498	64,033	65,830	68,662			
McHenry County	59,482	60,061	62,249	66,333			
Will County	56,717	58,029	60,241	62,085			
Weighted Average Salary	<u>\$ 68,253</u>	<u>\$ 69,220</u>	<u>\$ 70,206</u>	<u>\$ 72,119</u>			
<u>Community College Districts</u>							
College of DuPage	65,328	66,172	67,489	65,623	75,120	15.0	11.3
Elgin Community College	69,394	73,285	74,914	71,176	72,479	4.4	(3.3)
Joliet Junior College	54,841	59,121	59,740	58,712	60,380	10.1	1.1
Waubonsee Community College	49,113	52,216	54,636	57,500	60,149	22.5	10.1
Weighted Average Salary	<u>\$ 61,555</u>	<u>\$ 63,963</u>	<u>\$ 65,038</u>	<u>\$ 63,698</u>	<u>\$ 69,010</u>	<u>12.1</u> %	<u>6.1</u> %
IMSA as a Percent of High School Districts' Weighted Average	<u>93.7</u> %	<u>93.1</u> %	<u>90.2</u> %	<u>90.6</u> %			
IMSA as a Percent of Community College Districts' Weighted Average	<u>103.9</u> %	<u>100.8</u> %	<u>97.4</u> %	<u>102.6</u> %	<u>97.6</u> %		

NOTE: FY2005 salary data for public high school teachers in Illinois was not available at the time this report was completed.

Source: Illinois Mathematics and Science Academy, State Board of Education Illinois Teacher Salary Study, and the Illinois Community College Board.

TABLE 13
PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES

	FY2001	FY2002	FY2003	FY2004	FY2005	Percent Increase			
						FY2001 to FY2005	FY2002 to FY2005	FY2003 to FY2005	
Chicago State University	\$ 31,392	\$ 33,276	\$ 32,930	\$ 32,609	\$ 34,273	9.2 %	3.0 %	4.1 %	
Eastern Illinois University	31,486	33,213	33,211	33,844	33,917	7.7	2.1	2.1	
Governors State University	30,444	30,837	32,101	32,219	33,544	10.2	8.8	4.5	
Illinois State University	31,047	32,744	33,067	34,376	35,605	14.7	8.7	7.7	
Northeastern Illinois University ¹⁾	31,433	32,222	32,229	-	34,279	9.1	6.4	6.4	
Northern Illinois University	30,681	32,542	31,678	33,116	34,315	11.8	5.4	8.3	
Western Illinois University	32,964	33,309	32,566	33,275	34,425	4.4	3.4	5.7	
<u>Southern Illinois University</u>									
Carbondale	31,238	32,865	33,021	33,739	34,787	11.4	5.8	5.3	
Edwardsville	32,274	29,506	29,986	29,791	30,111	(6.7)	2.1	0.4	
School of Medicine	28,229	29,568	29,953	28,948	30,036	6.4	1.6	0.3	
<u>University of Illinois</u>									
Chicago ¹⁾	39,388	40,875	41,823	-	46,322	17.6	13.3	10.8	
Springfield	28,224	28,488	28,619	30,351	30,889	9.4	8.4	7.9	
Urbana - Champaign	32,493	33,492	33,589	34,982	37,437	15.2	11.8	11.5	
<u>Public Universities Weighted Average ¹⁾</u>	<u>33,473</u>	<u>34,612</u>	<u>34,847</u>	<u>-</u>	<u>37,723</u>	<u>12.7</u>	<u>9.0</u>	<u>8.3</u>	
Illinois Community College Board	32,924	35,996	33,987	32,226	33,307	1.2	(7.5)	(2.0)	
Illinois Student Assistance Commission	32,852	37,876	36,548	39,424	43,354	32.0	14.5	18.6	
State Universities Civil Service System	42,640	45,121	46,924	49,018	48,253	13.2	6.9	2.8	
Illinois Board of Higher Education	29,089	30,861	28,753	29,178	30,958	6.4	0.3	7.7	
Weighted Average ¹⁾	<u>\$ 33,524</u>	<u>\$ 34,711</u>	<u>\$ 35,001</u>	<u>\$ -</u>	<u>\$ 37,853</u>	<u>12.9 %</u>	<u>9.1 %</u>	<u>8.1 %</u>	

Source: Northern Illinois University Personnel Office
and Illinois Community College Board Technical Question Responses

¹⁾ Data not available for fiscal year 2004.

TABLE 14
PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES
BY OCCUPATIONAL CATEGORY

<u>Occupational Category</u>	<u>FY2001</u>	<u>FY2002</u>	<u>FY2003</u>	<u>FY2005</u>	<u>FY2001 to FY2005</u>	<u>FY2002 to FY2005</u>	<u>FY2003 to FY2005</u>
Administrative/Managerial/ Professional	\$ 37,548	\$ 38,200	\$ 38,464	\$ 41,008	9.2 %	7.4 %	6.6 %
Medical/Health Services	41,469	44,174	45,979	50,427	21.6	14.2	9.7
Technical	29,581	30,870	31,004	33,467	13.1	8.4	7.9
Clerical	25,677	26,250	26,952	28,702	11.8	9.3	6.5
Custodial/Maintenance/ Services	27,659	28,445	28,652	30,489	10.2	7.2	6.4
Crafts/Trades/Construction	52,095	54,181	54,970	58,259	11.8	7.5	6.0

Source: Northern Illinois University Personnel Office

FULL-TIME FACULY COMPENSATION AT ILLINOIS COLLEGES AND UNIVERSITIES

This report examines total compensation for full-time faculty at Illinois colleges and universities. The report adds the average cost of fringe benefits to average salaries to estimate a total compensation package and compares the average total compensation for faculty at Illinois institutions to the average total compensation for faculty at peer institutions.

While salaries are often the focus in discussions concerning employee compensation competitiveness, non-salary benefits are a key component of the total compensation package. Non-salary benefits include, but are not limited to, retirement and social security costs, medical, dental, life insurance, disability, unemployment compensation, workers compensation, tuition benefit plans, and housing. Although these benefits are not always reflected in an employee's paycheck, they represent a significant financial commitment and play an important role in attracting and retaining faculty and staff.

It should be noted that while non-salary benefits are an important part of total employee compensation, their cost and even their availability and scope might be beyond the control of an institution. For example, the Illinois General Assembly and Governor determine retirement and insurance benefits for public institutions, and the majority of state funding provided for these benefits is appropriated to entities other than the colleges and universities. Funding for the retirement system is appropriated to the State Universities Retirement System, and most funding for group health benefits has been appropriated to the Department of Central Management Services.¹

The report shows the cost of major fringe benefits provided in fiscal year 2005 to full-time faculty at public universities and independent institutions, and in fiscal year 2004 at community colleges. Fringe benefits for public universities and independent institutions are examined by major type of expenditure, i.e., retirement costs and group health insurance costs, in an attempt to understand the difference between Illinois institutions' average costs per faculty member and those of their peers. Fiscal year 2004 fringe benefit information is provided for individual Illinois community colleges. Since no peer groups similar to those used for public universities and independent institutions are available, a comparison of total compensation with peer institutions is not presented.

Information on public university and independent institutions fringe benefits used in this report was obtained from the IPEDS 2004-05 Salaries and Fringe Benefits Survey. This information was used in conjunction with average all-rank salaries from the AAUP salary report to estimate total compensation. IPEDS fringe benefit data include a breakout of employee benefits by type – a breakout that is not readily available from the AAUP data set. Community college fringe benefit data were obtained from the Illinois Community College Board's annual Faculty, Staff, and Salary Survey and an estimate of the State University Retirement System's contribution on behalf of community college faculty.

Public Universities. Table 15 shows all-rank average faculty salaries, fringe benefits,

¹ From fiscal year 2002 through fiscal year 2004, \$14.8 million were appropriated annually to the Illinois Board of Higher Education for transfer to the State Group Health Insurance Fund. Since fiscal year 2002, public universities have been required to contribute \$45 million annually to the state employee group insurance programs from funds appropriated to the institutions. For fiscal year 2006, most state funding for group health insurance has been appropriated to the Department of Healthcare and Family Services rather than the Department of Central Management Services.

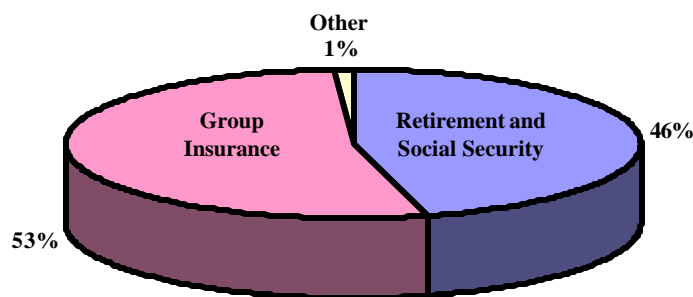
and total compensation for Illinois public universities in fiscal year 2005. Median salaries, fringe benefits, and total compensation also are presented for each institution's peer group. During fiscal year 2005, the average all-rank faculty salary at Illinois' public universities was \$69,000, with an additional \$16,300 in fringe benefits for a total average compensation of \$85,300. When compared with peer institutions, Illinois faculty salaries averaged 95.7 percent of peer group medians, while fringe benefits averaged 90.5 percent. Total compensation at Illinois public universities averaged 94.6 percent of total faculty compensation at peer institutions.

In an attempt to explain the difference in fringe benefit costs between Illinois universities and their peer institutions, Table 16 examines the major types of non-salary benefits. While Illinois institutions experience a higher average cost per faculty member in the area of insurance, i.e., group medical, dental, life, and disability insurance, the contribution made to the state's retirement system appears to be significantly less than that of other institutions and states. Group medical, dental, life, disability and other insurance costs average \$8,655 per full-time faculty member in Illinois institutions, or 150.4 percent, of the cost of peer institutions' average cost of \$5,756. Group insurance benefits are provided to employees throughout retirement; this, and the level and type of benefits provided, may explain the difference.

The combined costs per faculty member of retirement and social security contributions in Illinois average \$7,487, or 66.7 percent of costs at peer institutions, in comparison to \$11,228 per faculty member at peer institutions. Illinois is one of only a few states whose public college and university employees do not participate in Social Security (except that costs for Medicare coverage are assumed for employees hired following April 1, 1986). Participation by other states in the Social Security system in conjunction with other pension plans results in a higher cost per employee than provided in Illinois.

Other non-salary benefits do not represent a significant component of the compensation package. Other benefits – tuition plans, housing, unemployment, and workers compensation – represent less than one percent of total compensation of Illinois full-time faculty members. Information concerning tuition benefits reported to IPEDS by some Illinois institutions appears to be limited to tuition benefits to faculty members, and thus excludes partial tuition waivers awarded to dependents of certain public university staff.

Figure E
Fiscal Year 2005 Fringe Benefit Costs per Faculty Member
Illinois Public Universities

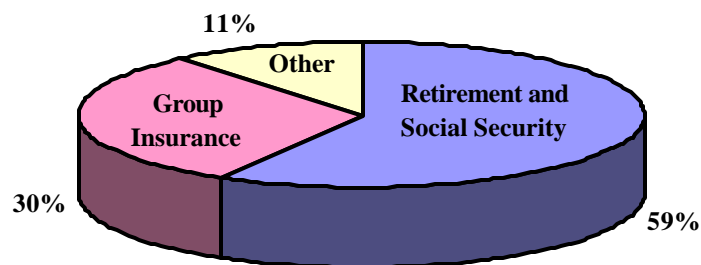


Independent Institutions. Table 17 presents fiscal year 2005 weighted average faculty

compensation, including average salary and fringe benefits, for Illinois independent institutions and compares this average to the median salary and fringe benefits of comparison group institutions. Only institutions that reported fiscal year 2005 AAUP salary data and responded to the IPEDS Salaries and Fringe Benefit Survey are included in this analysis. During fiscal year 2005, the average all-rank faculty salary at Illinois independent institutions was \$77,600, with an additional \$18,800 in non-salary benefits for a total average compensation of \$96,400. The average faculty salary at Illinois independent institutions was 106.5 percent of peer group median salaries and fringe benefits were 107.2 percent of peer group medians for an overall compensation package that was 106.6 percent that of comparison institutions.

Table 18 examines fiscal year 2005 fringe benefit costs per faculty member by type of expenditure, including retirement and social security, insurance costs, and other benefits. In all categories examined in this report, the average expenditure per faculty member at Illinois independent institutions exceeded that of peer institutions.

Figure E
Fiscal Year 2005 Fringe Benefit Costs per Faculty Member
Illinois Public Universities



Community Colleges. Fiscal year 2004 data for community colleges are presented on Table 19. Fiscal year 2004 data is the most recent available and permits a comparison among community college districts.

Table 19 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 2004. Fringe benefits include the cost of the state’s contribution to the retirement system on behalf of community college faculty and other fringe benefits such as group health, dental, and life insurance, workers compensation and unemployment insurance, and tuition benefits provided by individual community college districts. Across the 39 community college districts, the average cost of fringe benefits per faculty member ranges from \$10,100 at Shawnee Community College to \$22,200 at City Colleges of Chicago. The total cost of fringe benefits per community college faculty member averaged \$15,000 in fiscal year 2004, bringing the average total compensation package for a community college faculty member to \$71,700.

TABLE 15
ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

(in thousands of dollars)

	Fiscal Year 2005 All-Rank Average			Fiscal Year 2005 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Chicago State University	\$ 62.3	\$ 15.2	\$ 77.5	\$ 58.1	\$ 15.4	\$ 73.6	107.2 %	98.4 %	105.4 %
Eastern Illinois University	55.6	12.7	68.2	61.6	17.2	78.9	90.1	73.6	86.5
Governors State University	65.8	15.4	81.2	62.8	16.1	78.9	104.8	95.8	103.0
Illinois State University	61.7	15.4	77.1	67.1	16.3	83.4	91.9	94.9	92.5
Northeastern Illinois University	54.8	12.4	67.1	52.5	15.4	67.9	104.4	80.1	98.9
Northern Illinois University	59.3	15.5	74.7	62.9	16.1	78.9	94.3	96.1	94.6
Western Illinois University	58.3	14.1	72.4	62.7	17.2	79.9	93.0	82.1	90.6
<u>Southern Illinois University</u>									
Carbondale	60.6	12.7	73.4	64.2	16.1	80.3	94.5	79.2	91.4
Edwardsville	57.6	15.3	72.9	60.3	17.2	77.5	95.4	89.0	94.0
<u>University of Illinois</u>									
Chicago	82.4	18.9	101.3	79.2	18.8	97.9	104.1	100.7	103.5
Springfield	61.3	17.1	78.4	62.1	17.4	79.5	98.8	98.3	98.7
Urbana-Champaign	90.0	19.9	109.9	96.8	21.7	118.5	93.0	92.0	92.8
Weighted Average	<u>\$ 69.0</u>	<u>\$ 16.3</u>	<u>\$ 85.3</u>	<u>\$ 72.1</u>	<u>\$ 18.1</u>	<u>\$ 90.2</u>	<u>95.7 %</u>	<u>90.5 %</u>	<u>94.6 %</u>

¹ Salary and the cost of major fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and worker's compensation.

Source: American Association of University Professors and Integrated Postsecondary Education Data Systems (IPEDS)

TABLE 16

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2005 AVERAGE FRINGE BENEFITS BY TYPE
AS A PERCENTAGE OF COMPARISON GROUP AVERAGES

	Retirement and Social Security				Group Medical, Dental, Life Disability and Other Insurance				Other Benefits*		
	Illinois Institutions	Peer Averages	Percent of Peer Averages		Illinois Institutions	Peer Averages	Percent of Peer Averages		Illinois Institutions	Peer Averages	Percent of Peer Averages
Chicago State University	\$ 8,202	\$ 9,299	88.2 %	\$ 6,976	\$ 5,969	116.9 %	\$ 8	\$ 508	1.7 %		
Eastern Illinois University	5,433	10,091	53.8	7,230	6,027	120.0	19	420	4.5		
Governors State University	7,183	9,499	75.6	8,234	5,214	157.9	-	1,272	-		
Illinois State University	6,341	9,860	64.3	8,983	5,257	170.9	112	603	18.5		
Northeastern Illinois University	5,110	9,299	54.9	7,259	5,969	121.6	-	508	-		
Northern Illinois University	6,413	10,278	62.4	9,054	5,464	165.7	-	450	-		
Western Illinois University	6,296	10,091	62.4	7,768	6,027	128.9	82	420	19.5		
<u>Southern Illinois University</u>											
Carbondale	5,900	10,278	57.4	6,688	5,464	122.4	156	450	34.6		
Edwardsville	6,143	10,091	60.9	9,090	6,027	150.8	99	420	23.5		
<u>University of Illinois</u>											
Chicago	9,018	11,672	77.3	9,495	6,149	154.4	372	847	43.9		
Springfield	7,259	10,142	71.6	9,537	5,786	164.8	298	808	36.9		
Urbana-Champaign	9,797	13,980	70.1	9,722	5,732	169.6	407	1,514	26.9		
Weighted Average	<u>\$ 7,487</u>	<u>\$ 11,228</u>	<u>66.7 %</u>	<u>\$ 8,655</u>	<u>\$ 5,756</u>	<u>150.4 %</u>	<u>\$ 199</u>	<u>\$ 806</u>	<u>24.7 %</u>		

* Other benefits include tuition plans, housing, unemployment and workers compensation insurance.

Source: Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefit Survey, 2004-2004

TABLE 17
ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION ¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	Fiscal Year 2005 All-Rank Average			Fiscal Year 2005 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 58.3	\$ 15.0	\$ 73.3	\$ 57.1	\$ 16.3	\$ 73.4	102.1 %	92.2 %	99.9 %
Illinois Wesleyan University	63.6	20.8	84.3	53.1	13.3	66.3	119.8	156.9	127.2
Knox College	52.3	14.5	66.9	72.0	19.6	91.6	72.7	74.1	73.0
Lake Forest College	63.8	16.9	80.6	72.3	19.6	91.9	88.2	86.0	87.7
Monmouth College	53.6	12.1	65.7	53.5	13.3	66.8	100.0	91.7	98.4
Wheaton College	62.9	22.8	85.8	72.7	21.6	94.4	86.5	105.5	90.9
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	58.8	17.5	76.2	56.7	16.3	73.0	103.6	107.0	104.3
Eureka College	44.2	12.5	56.8	46.6	9.4	56.1	94.9	132.9	101.3
Greenville College	44.8	15.3	60.1	49.6	13.3	62.8	90.4	115.2	95.6
Illinois College	48.2	11.9	60.1	50.1	13.3	63.3	96.3	89.4	94.9
Judson College	50.7	14.8	65.5	53.3	14.7	67.9	95.3	100.8	96.5
McKendree College	50.3	15.1	65.4	48.8	11.7	60.5	103.2	128.6	108.2
Millikin University	46.7	13.8	60.4	51.3	16.3	67.7	90.9	84.5	89.3
<u>Master's Colleges and Universities I</u>									
Aurora University	51.1	15.9	67.0	55.8	17.2	72.9	91.6	92.4	91.8
Benedictine University	59.0	17.4	76.4	63.1	17.2	80.2	93.6	101.3	95.3
Bradley University	64.5	14.3	78.8	57.7	16.6	74.3	111.9	86.0	106.1
Concordia University	48.6	10.0	58.6	53.2	13.4	66.7	91.3	74.2	87.9
Dominican University	57.0	17.8	74.7	61.9	16.1	78.0	92.0	110.6	95.8
Lewis University	56.7	13.5	70.3	61.6	17.2	78.8	92.2	78.7	89.2
North Central College	58.3	15.1	73.4	53.6	13.3	66.8	108.9	113.8	109.9
North Park University	50.4	13.8	64.2	63.3	16.3	79.6	79.7	84.3	80.6
Olivet Nazarene University	50.5	18.1	68.5	50.7	12.3	63.1	99.5	146.4	108.7
Roosevelt University	62.2	16.7	78.8	61.3	16.1	77.4	101.4	103.6	101.9
St. Xavier University	62.0	15.8	77.8	52.4	14.0	66.4	118.4	112.9	117.2
<u>Master's Colleges and Universities II</u>									
Quincy University	44.0	9.3	53.3	48.6	12.3	61.0	90.4	75.7	87.4
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	73.8	25.0	98.8	80.1	19.3	99.4	92.2	129.4	99.4
Northwestern University	112.0	24.2	136.2	100.1	21.7	121.8	111.9	111.7	111.8
University of Chicago	114.4	24.2	138.6	97.8	21.7	119.5	116.9	111.8	116.0
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	70.8	13.1	83.9	60.9	17.2	78.1	116.3	76.2	107.4
<u>Specialized Institutions</u>									
Trinity International University	49.5	14.7	64.2	49.1	11.7	60.8	101.0	124.8	105.6
Weighted Average	<u>\$ 77.6</u>	<u>\$ 18.8</u>	<u>\$ 96.4</u>	<u>\$ 72.8</u>	<u>\$ 17.6</u>	<u>\$ 90.4</u>	<u>106.5 %</u>	<u>107.2 %</u>	<u>106.6 %</u>

¹ Salary and the cost of major fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and worker's compensation.

² Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2005 have been included.

TABLE 18
ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
FISCAL YEAR 2005 AVERAGE FRINGE BENEFITS BY TYPE
AS A PERCENTAGE OF COMPARISON GROUP AVERAGES

	Retirement and Social			Group Medical, Dental, Life			Other Benefits ¹		
	Security			Disability and Other Insurance			Illinois Institutions	Peer Averages	Percent of Peer Averages
	Illinois Institutions	Peer Averages	Percent of Peer Averages	Illinois Institutions	Peer Averages	Percent of Peer Averages			
<u>Baccalaureate Colleges - Liberal Arts</u>									
Augustana College	\$ 10,078	\$ 8,758	115.1 %	\$ 3,745	\$ 5,119	73.2 %	\$ 1,208	\$ 1,964	61.5 %
Illinois Wesleyan University	10,306	7,132	144.5	8,842	4,448	198.8	1,644	1,559	105.5
Knox College	6,717	11,454	58.6	6,062	5,423	111.8	1,755	2,287	76.7
Lake Forest College	10,912	11,454	95.3	4,545	5,423	83.8	1,406	2,287	61.5
Monmouth College	7,032	7,132	98.6	3,945	4,448	88.7	1,173	1,559	75.3
Wheaton College	9,334	12,092	77.2	9,352	5,445	171.8	4,134	2,314	178.6
<u>Baccalaureate Colleges - General</u>									
Elmhurst College	9,430	8,758	107.7	5,128	5,119	100.2	2,893	1,964	147.3
Eureka College	5,948	4,841	122.9	6,597	3,365	196.1	-	1,176	-
Greenville College	5,450	7,132	76.4	6,258	4,448	140.7	3,567	1,559	228.9
Illinois College	5,957	7,132	83.5	3,555	4,448	79.9	2,340	1,559	150.1
Judson College	7,821	7,821	100.0	3,860	4,428	87.2	3,100	1,740	178.1
McKendree College	8,139	6,010	135.4	5,180	4,536	114.2	1,781	1,274	139.7
Millikin University	7,077	8,758	80.8	4,464	5,119	87.2	2,242	1,964	114.2
Aurora University	8,292	9,067	91.4	3,875	5,823	66.5	3,696	1,633	226.3
Benedictine University	7,594	9,067	83.7	7,397	5,823	127.0	2,413	1,633	147.7
<u>Master's Colleges and Universities I</u>									
Bradley University	7,179	9,201	78.0	5,513	5,606	98.3	1,608	1,250	128.6
Concordia University	3,611	8,085	44.7	5,739	4,872	117.8	631	377	167.5
Dominican University	9,868	9,499	103.9	7,263	5,214	139.3	663	1,272	52.1
Lewis University	8,369	9,067	92.3	4,741	5,823	81.4	400	1,633	24.5
North Central College	8,968	7,132	125.8	4,555	4,448	102.4	1,559	1,559	100.0
North Park University	8,120	9,757	83.2	5,045	5,027	100.4	607	1,405	43.2
Olivet Nazarene University	7,772	6,489	119.8	7,529	4,482	168.0	2,757	1,278	215.7
Roosevelt University	11,234	9,499	118.3	4,648	5,214	89.1	778	1,272	61.1
St. Xavier University	9,476	7,279	130.2	5,865	4,436	132.2	480	1,348	35.6
<u>Master's Colleges and Universities II</u>									
Quincy University	5,326	6,489	82.1	3,649	4,482	81.4	365	1,278	28.5
<u>Doctoral/Research Universities - Extensive</u>									
Loyola University of Chicago	11,501	11,848	97.1	9,893	4,588	215.6	3,564	1,816	196.2
Northwestern University	17,621	13,980	126.0	5,566	5,732	97.1	1,001	1,514	66.1
University of Chicago	13,980	13,980	100.0	5,067	5,732	88.4	5,156	1,514	340.6
<u>Doctoral/Research Universities - Intensive</u>									
DePaul University	8,742	10,091	86.6	4,387	6,027	72.8	-	420	-
<u>Specialized Institutions</u>									
Trinity International University	7,374	6,010	122.7	4,800	4,536	105.8	2,482	1,274	194.7
Weighted Average	\$ 11,002	\$ 10,781	102.1 %	\$ 5,711	\$ 5,358	106.6 %	\$ 2,104	\$ 1,421	148.0 %

¹ Other benefits include tuition plans, housing, unemployment and workers compensation insurance.

² Only institutions who reported both AAUP data and IPEDS Salary Survey data for fiscal year 2005 have been included.

Table 19
ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 2004

(in thousands of dollars)	Fringe Benefit Costs *				Total Compensation
	Average Salaries	SURS		Other Benefits	
		Retirement	Total		
Black Hawk College	\$ 54.9	\$ 6.0	\$ 8.6	\$ 14.6	\$ 69.5
Carl Sandburg College	44.3	4.8	7.0	11.8	56.1
City Colleges of Chicago (All)	66.8	7.3	14.9	22.2	89.0
College of DuPage	65.6	7.2	10.9	18.1	83.7
College of Lake County	75.1	8.2	8.2	16.4	91.4
Danville Area Community College	43.9	4.8	6.4	11.2	55.2
Elgin Community College	71.2	7.8	13.4	21.2	92.4
Heartland Community College	45.6	5.0	6.7	11.7	57.2
Highland Community College	58.9	6.4	12.4	18.8	77.7
Ill Eastern Community Colleges (All)	41.8	4.6	5.7	10.3	52.1
Illinois Central College	46.6	5.1	10.1	15.2	61.8
Illinois Valley Community College	50.5	5.5	9.1	14.6	65.0
John A. Logan College	56.0	6.1	8.0	14.1	70.0
John Wood Community College	43.8	4.8	7.4	12.2	55.9
Joliet Junior College	58.7	6.4	13.2	19.6	78.4
Kankakee Community College	55.5	6.1	6.8	12.9	68.5
Kaskaskia College	46.6	5.1	12.0	17.1	63.6
Kishwaukee College	44.1	4.8	5.6	10.4	54.5
Lake Land College	43.9	4.8	8.9	13.7	57.6
Lewis and Clark Community College	53.2	5.8	5.4	11.2	64.4
Lincoln Land Community College	60.1	6.6	4.9	11.5	71.6
McHenry County College	57.6	6.3	14.4	20.7	78.3
Moraine Valley Community College	50.3	5.5	10.3	15.8	66.1
Morton College	59.7	6.5	9.3	15.8	75.5
Oakton Community College	71.5	7.8	10.8	18.6	90.1
Parkland College	52.9	5.8	11.5	17.3	70.2
Prairie State College	52.9	5.8	7.5	13.3	66.1
Rend Lake College	47.1	5.2	6.5	11.7	58.8
Richland Community College	42.8	4.7	6.5	11.2	54.0
Rock Valley College	51.5	5.6	5.9	11.5	63.0
Sauk Valley Community College	45.5	5.0	9.8	14.8	60.2
Shawnee College	47.8	5.2	4.9	10.1	57.8
South Suburban College	55.6	6.1	7.9	14.0	69.5
Southeastern Illinois College	44.5	4.9	5.8	10.7	55.2
Southwestern Illinois College	51.3	5.6	6.7	12.3	63.6
Spoon River College	46.2	5.1	9.0	14.1	60.3
Triton College	63.5	7.0	9.8	16.8	80.3
Waubensee Community College	57.5	6.3	8.9	15.2	72.7
William Rainey Harper College	60.4	6.6	10.2	16.8	77.3
Weighted Average	<u>\$ 56.8</u>	<u>\$ 6.2</u>	<u>\$ 8.8</u>	<u>\$ 15.0</u>	<u>\$ 71.7</u>

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 2004 normal cost of retirement benefits for the State Universities Retirement System (10.95 percent of salary) and the cost of non-retirement benefits as reported to the Illinois Community College Board.

Source: Illinois Community College Board and SURS Estimate

APPENDIX A

DESCRIPTION OF SALARY DATA SOURCES, BOARD OF HIGHER EDUCATION COMPARISON GROUPS, AND METHODS FOR COMPARISONS

Faculty Salaries

Sources of Data

Public university and independent institution faculty salary data used in this study were reported by the American Association of University Professors (AAUP) in "The Annual Report on the Economic Status of The Profession 2004-2005," *Academe*, March-April 2005. This report excludes part-time faculty, pre-clinical and clinical medicine faculty, administrative officers that devote part of their time to classroom instruction, faculty on leave without pay, replacements for faculty on sabbatical leave, and undergraduate or graduate students serving as teaching assistants.

Salary data for some ranks of faculty within an institution may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Illinois Board of Higher Education's report.

The AAUP's efforts have made it possible to obtain faculty salary data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary data for Illinois' community college faculty were obtained from the Illinois Community College Board. Each community college annually provides faculty salary information to IPEDS and the Illinois Community College Board through the Faculty, Staff, and Salary Survey (C1/C2 submission).

Comparisons of Faculty Salaries

Faculty salary data for five fiscal years (2001 through 2005) are examined in this report. For each of these years, data for Illinois public universities and independent colleges and universities are compared with similar institutions nationwide. The basis for determining groups of similar institutions--labeled comparison groups--is described in a Board report, *College and University Comparison Groups* (November 5, 1985). A list of the comparison groups containing Illinois colleges and universities that are used in the report is available from the Illinois Board of Higher Education.

The comparison groups involve a total nationwide population of 1,534 colleges and universities. This total includes 273 doctoral granting institutions, 561 master's granting institutions, and 700 bachelor's granting institutions. These institutions were divided into 41 groups of institutions based upon a large number of variables that are described in the Board of Higher Education's 1985 report. Of the 41 comparison groups, 18 contain at least one Illinois institution.

Within each comparison group, the median (midpoint) is determined for each faculty rank. A "weighted" median is then calculated using the fiscal year 2005 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary and compensation for each Illinois institution in the group. Illinois salaries and compensation are expressed as a percentage of the median of the group.

Weighted average faculty salaries for independent colleges and universities are calculated using the institutions that reported data in every year (i.e., fiscal years 2001 through 2005). In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

Augustana College	Monmouth College
Bradley University	North Central College
Dominican University	Northwestern University
Elmhurst College	Olivet Nazarene University
Illinois College	Principia College
Illinois Wesleyan University	Quincy University
Knox College	Roosevelt University
Lake Forest College	St. Xavier University
Loyola University of Chicago	University of Chicago
Millikin University	Wheaton College

The mix of faculty in each rank in fiscal year 2005 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institutions' fiscal year 2005 mix is used for computing the comparison group's median in order to control for differences in faculty mix among institutions.

No comparison groups similar to those used for public universities and independent institutions are available for Illinois community colleges. In the absence of such groups, the weighted average salary of all Illinois community colleges combined has been compared with the average salary in selected states that have large community college systems or neighbor Illinois. The Illinois average is compared with the median salary for the group of states and expressed as a percentage of the median. Faculty salary data for selected states were provided by the Illinois Community College Board from the Integrated Postsecondary Education Data Systems (IPEDS) Salaries and Fringe Benefits Surveys and a telephone survey of the selected states.

Carnegie Classifications - Definitions¹⁾

Associate's Colleges: These institutions offer associate's degree and certificate programs, but with few exceptions, award no baccalaureate degrees. This group includes institutions where, during the period studied, bachelor's degrees represented less than ten percent of all undergraduate awards.

Baccalaureate Colleges–Liberal Arts: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. During the period studied, they awarded at least half of their baccalaureate degrees in liberal arts fields.

Baccalaureate Colleges-General: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. During the period studied, they awarded less than half of their baccalaureate degrees in liberal arts fields.

Master's Colleges and Universities I: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 40 or more masters degrees per year across three or more disciplines.

Master's Colleges and Universities II: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the time period studied, they awarded 20 or more masters degrees per year.

Doctoral/Research Universities-Extensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded 50 or more doctoral degrees per year across at least 15 disciplines.

Doctoral/Research Universities-Intensive: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded at least ten doctoral degrees per year across three or more disciplines.

Theological Seminaries and Other Specialized Faith-Related (Specialized Institutions): These institutions primarily offer religious instruction or train members of the clergy.

¹⁾ The Carnegie Foundation for the Advancement of Teaching, *The Carnegie Classification of Institutions of Higher Education*, 2000 Edition.

Illinois Mathematics and Science Academy

Faculty salary data used in this study were reported by the Illinois Mathematics and Science Academy and the Illinois State Board of Education (ISBE) Office of Planning, Research and Evaluation in *Illinois Teacher Salary Study* (2000-01, 2001-02, 2002-03, and 2003-04). The 2004-05 report was not available as of September 2005. This report contains data from the teacher service record form completed annually by school district superintendents and submitted to ISBE. All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional educational attainment for some teachers, and additional pay for extra duties and extended work

time if not included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other non-teaching personnel are not included.

Civil Service Salaries

The personnel office at Northern Illinois University collects university civil service salaries annually from public universities and higher education agencies. Data are collected for the number of employees in each position and the average salary for that position.

Illinois Board of Higher Education staff grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.